## KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV

### 2011 - 2012 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1 2011 – September 30, 2012 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

- 1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
- 2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
- 3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- 5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.



### 10/1/11-9/30/12 Supplemental Recruit Activities Undertaken by the Station

Name of Event:

Partnership in Employment Career Fair

Date of Event:

February 29, 2012 2:00-6:00pm

Location of Event:

Spokane Convention Center

Attended by:

Brian Paul, Tery Garras, Michelle McIntyre, Wendy Peter

Nature/Purpose of Activity: Talked with students of Eastern Washington University, Gonzaga University, WSU-Spokane & Whitworth University about career opportunities at KXLY and KAPP/KVEW.

Name of Event:

Spokane Falls Community College Career Fair

Date of Event:

May 2, 2012 9:00am-12:00pm

Location of Event:

Spokane Falls Community College

Attended by:

Michelle McIntyre, Wendy Peter

Nature/Purpose of Activity: Talked with students of Spokane Falls Community College about career opportunities at KXLY and KAPP/KVEW.

Shannon spoke to Ellensburg High School --



# 2012 EEO Public File Report Form

Covering the Period from 10/1/11-9/30/12

Station(s) Comprising Station Employment Unit: KAPP TV and KVEW TV

#### Section 1: Vacancy Information

Job Opening	Dates	# of people Interviewed	Recruitment Source
PT Master Control Operator	2/21-8/15/2012	1	position not filled. Reposted
Multi-Media Journalist/ Gen Assign. Reporter	3/17/12-6/19/12	7	WSU
Part Time Tape Operator	7/17-8/14/12	1	KVEWTV.com
Anchor/Producer/Host	7/25-9/17/12	3	Contacted station
Part Time Master Control Operator (2x)	8/15-8/29/12 8/15-9/5/12	1 3	On Line On line
Part Time Studio Tech	8/30-9/12/12	5	Craiglist.com
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KECKULLWEAL SOURCES AND REFERRAL LISTINGS 10/1/11-9/30/12

Part Time Studio Tech	71/08/80	09/12/12	7-3,12-13,19 2-3,12-13,19	Crajgslist.com	Craigaliat.com, Employee Referral
Part Time Master Control Operator	21/\$1/80	71/50/60	1-12 <b>,</b> 17-19,	əniJ nO	On Line
Parr Time Master Control Operator	08/12/15	71/67/80	.1-12,17-19,	əniJ nO	əni Line
Anchor/Producer/ Host	01/52/15	ZI/LI/60	72-8'9-9'6' 1-3'2-8'8-55'	Contacted Station	Contacted Station, Current Employee,
Part Time Tape Operator	07/17/12	71/71/80	2,3,12,13,19,	KVEWTV.com	KAEMIA.com
Multi-Media Journalis Gen Assn. Reporter	31/7112 '4s'	71/61/9	15-62, 15-92	NSM	TV Jobs.com, On Own, WSU
Part Time Master Control Operator	71/17	not filled	73,5,6,7,12, 13,19,24,28	Not filled	Position not filled. No qualified candidate. Reposted on 8/15/12
	Date Position Opened	Date Position Filled	Sources Used	Hire Source	Interviewee Referral Source

# of Interviewees <u>Referred</u> Š moə.edolVT nwO nO

Referral Source

WSU

KVEWTV.com
On Line
Employee Referral
Current Employee
Contacted Station
Contacted Station

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commercial@tricityheiald.com	Z971-Z89-609	<del></del>	98866	ΑW	Kennewick		si9enA	Classified Department	Tri City Herald	
case bloved digist@leiseamer	9922-229	_	10686	AW	Yakima		Theresa	Classified Department	Yakima Herald	35
info@tvnewsgigs.com	816-286-1301	9160-767-018		OW	Lee's Summit	218 SE Jackson Street	Stacey Chaloux		TV News Gigs	. 18
509-874-2244, Ext 285 green.1acque@jobcoips.com		ΑW	White Swan	40 Abella Lane	Jacque Green		Fort Simcoe Job Corps Center			
เมสเลทหลงสญหเบชีอ com			60186	AW	Seattle	KING TV, 333 Dexter Avenue	Lori Matuskawa		Asian American Journalist	58
sylvia@ccnma.org		213-743-4960		CA	Los Angeles	3800 S. Figueroa Street	Syliva Wells	Office Manager	California Chicano News Media Assoc	
yonglin@acra.org		0692-569-902		ΑW	Seattle	720 8th Avenue Sout, Suite 200	Mong Lim		Asian Counseling & Referral Service	
тегатфуната.сот	6149-998-609	1212-298-603	84686	ΑW	Toppenish	151 xo8	Tess French		Yakama Indian Nation	
		7468-487-608		AW	Kennewick	815 N. Kellogg Street, Suite B	-		Worksource Columbia Basin	
ccsuthron@esd.wa.gov	***	574-0163	20686	AW	Дакіша	306 Division Street	Carol Cauthron		Worksource of Yakima	
[[[[p@jcx]k.com		209-324-4000	10766	ΑW	2boksne	500 W. Boone Avenue	Jill Barrett		KXLY TV	
medialine@medialine.com		800-237-8073	09666	CA	Pacific Grove	P. O. Box 51909	Mark Shilstone		Media Line	
vervoort@wisctv.com		1264-172-809	61752	IΛΛ	nosibeM	7025 Raymond Road	Jeff Ver Voort	Human Resources	MISC	
gmartinez@kdna.org	209-864-2223	0061-198-609	28632	AW	Granger	P. O. Box 800	Gabriel Martinez	Job Listings Service	Radio KNDA	
career@cwu.edu		1261-596-603	92686	ΑW	Ellensburg	400 E. University Way		Career Services	Central Washington University	
youngretc@cwu.edu		1261-596-609	92686	ΑW	Ellensburg	400 E. University Way	Teresa Youngren		Central Washington University	
pmorril@uoregon.edu	<del></del>	1712-346-171	9721-60476	RO	Eugene	1275 University of Oregon	IlinoM Ilia	Broadcast Journalism Dept	University of Oregon	
ppnmas@sedunqd		0669-696-609	<del>1</del> 0006	ΑW	Cheney	104 RTV Building	Pam Bumpas	Dept of Electronic Media & Film	Eastern Washington University	
Iwilson@scc.spokane.edu		209-233-7249	10266	ΑW	Spokane	MS 2063, 1801 N. Greene	Linda Wilson		Spokane Community College	
Snelson@tricity.wsu.edu		209-372-7201	79866	ΑW	Richland	2170 University Drive	Julie Melson		W.S.U. Tri Cities Campus	
диотал@ctc.edu		1190-279-609	10866	ΑW	Pasco	2600 N. 20th Avenue	Daphne Lightfoot	Student Employment Office	Columbia Basin College	
gmosely@uidaho.edu		208-822-6458	83844-3178	αı	Moscow	P. O. Box 443178	G. Mosely	School of Journalism/Mass Media	University of Idaho	
msecrist@nidaho.edu		208-825-6458	83844-3178	αı	Moscow	P. O. Box 443178	M. Secrist	School of Journalism/Mass Media	University of Idaho	
deniseb@uidaho.edui		208-885-6458	83844-3178	٩I	MoscoW	P. O. Box 443178	Denise B	School of Journalism/Mass Media	University of Idaho	
dmcgarry@uidaho.edu	Z08-885-6450	208-885-6458	8715-11868	αi	Moscow	P. O. Box 443178	Diane McGarry	School of Journalism/Mass Media	University of Idaho	
lobservices@bates.ctc.edu	263-680-7187	263-680-7242	9684-20486	ΑW	Tacoma	1101 S. Yakima Avenue	Shirley Miller	Job Service Placement	Bates Technical College	
theoab@theoab.org /	8842-544-509	6652-544-603	9358-52276	ЯО	Portland	7150 SW Hampton Street, Suite 240	Bill Johnstone		Oregon Association of Broadcasters	
wsabjobbank@earthlink.net		360-705-0774	10586	ΑW	SigmylO	724 Columbia Street MW, Suite 310		Job Bank	Washington State Assoc of Broadcasters	
tracys@perrytech.net	" -	\$\f\\$0+63\	20686	ΑW	, Askima	2011 W. Washington Avenue	Tracy Stoffer		Perry Technical Institute	7
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